

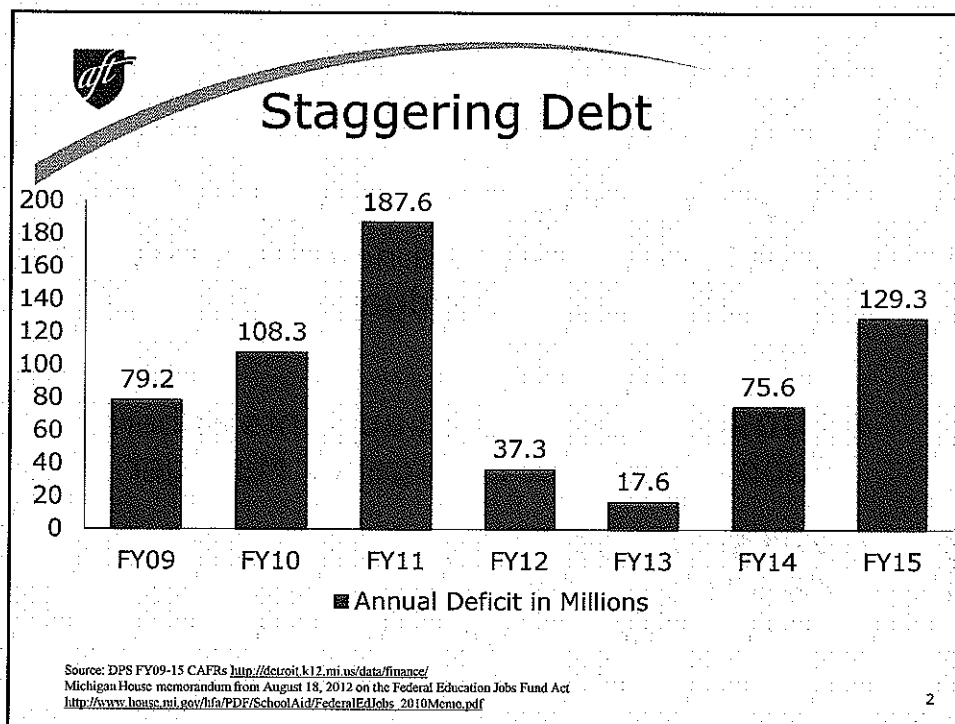
# Public Education in Detroit

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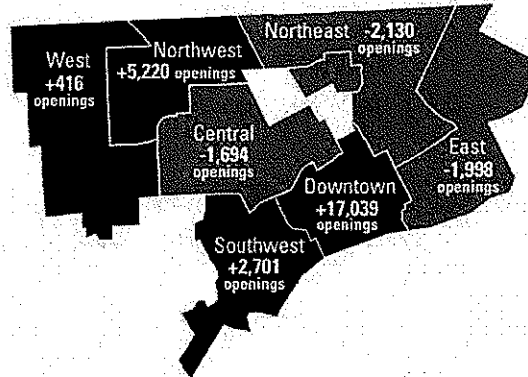


*A Union of Professionals*  
**AFT Michigan**  
AFL-CIO





## School Sites Do Not Meet Student and Family Needs



Many students do not have quality choices in their neighborhood.

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## A Lack of Local Control

- **1999:** Gov. Engler replaced the elected board and appointed a new school board. 173,848 students. Budget surplus of \$93 million.
- **2009:** Gov. Granholm appoints Robert Bobb as the first Emergency Manager.
- **2015:** Darnell Earley appointed EM. 46,331 students. Debt reaches \$515 million. Credit rating falls to Caa1.

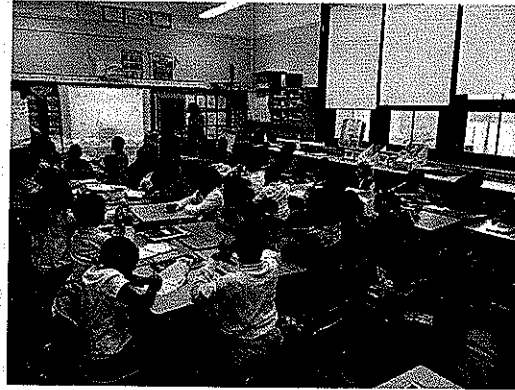
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## Staggering Class Sizes



42 students crammed into a first-grade classroom at Dossin Elementary, leaving no room for a reading circle.



38 students in a Nichols Elementary second-grade classroom.

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## Staggering Class Sizes

| School    | Grade             | Class Size |
|-----------|-------------------|------------|
| Carver    | K                 | 40         |
| Henderson | 2                 | 39         |
| AL Holmes | 6/7 <sup>th</sup> | 42         |
| Mason     | 1                 | 41         |
| Mason     | 2                 | 45         |
| Mason     | 3                 | 42         |
| Nelms     | 1                 | 40         |
| Wayne     | 2                 | 40         |
| Schultz   | K                 | 36         |
| Dossin    | 1                 | 42         |
| Emerson   | 1                 | 42         |

| School     | Grade | Class Size |
|------------|-------|------------|
| Greenfield | 2     | 35         |
| Carleton   | 3     | 44         |
| Carleton   | 4     | 40         |
| Carleton   | 5     | 41         |
| Mason      | 3     | 42         |
| Mann       | K     | 36         |
| Thirkell   | K     | 33         |
| Golightly  | 5     | 38         |

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## Borrowing from Teachers, Freezing Pay

Under emergency management, DPS has regularly borrowed from teachers, frozen step increases, and increased benefit contributions.

### December 2009:

- Termination Incentive Plan ("TIP"), i.e., **\$9,000 loan from each teacher**
- **Salaries frozen** through FY11 and then raised by only 1% through FY12

### July 2012:

- 10% **additional wage cut**, cutting starting salary to under \$36k
- **Steps frozen** indefinitely

**All the while, health care went up significantly nearly each year and pension contributions tripled since 1996**

Source: July 1, 2012 DPS CBA with DFT, Local 231, AFT, and the AFL-CIO; December 3, 2009 DPS Settlement with DFT.

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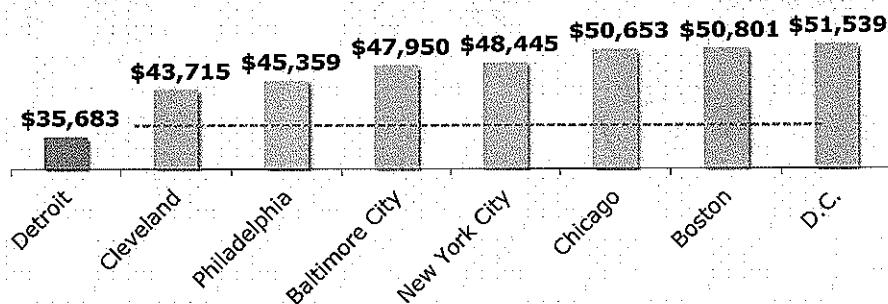


## Difficulty Attracting Staff

Today, the salary of a teacher starting new at DPS ranks among the lowest in the country

Starting Teacher Salary (assumes B.A. and certification)

\$



Source: National Council on Teacher Quality (accessible at <http://www.nctq.org/>).

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## Difficulty Attracting and Retaining Staff

### Teacher Salaries at 15 Largest School Districts

| District        | Salary   | District        | Salary   |
|-----------------|----------|-----------------|----------|
| Warren          | \$90,160 | Dearborn        | \$80,045 |
| Chippewa Valley | \$87,161 | Plymouth/Canton | \$79,870 |
| Farmington      | \$85,945 | Ann Arbor       | \$78,277 |
| Walled Lake     | \$85,609 | Waterford       | \$75,302 |
| Utica           | \$85,556 | Forest Hills    | \$69,876 |
| Rochester       | \$85,574 | Kalamazoo       | \$68,481 |
| L'Anse Creuse   | \$84,386 | Lansing         | \$67,350 |
| Troy            | \$84,000 | Huron Valley    | \$66,044 |
| Livonia         | \$82,984 | Detroit         | \$65,265 |
| Wayne/Westland  | \$80,883 | Grand Rapids    | \$65,200 |

Figures are based on earnings for teachers on step 15, with a master's degree.

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## WE MUST DO BETTER

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## We Can Do Better

- State must pay the debt accumulated under state control
- The EAA experiment must end and the schools returned by the 2016-2017 school year
- The operation of public schools must be returned to the community through an elected and empowered school board

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## We Can Do Better

- Provide Community Driven Order to the Educational Landscape
  - The people of Detroit deserve coordination of all educational options in a way that is representative of and accountable to the community.
  - Bring a single-framework for the opening, closing and siting of schools
  - Provide a common enrollment system so families can better navigate the school choice system
  - Coordinate wrap-around services so all children have access to resources to meet their physical, developmental, and nutritional needs

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## Thank You

- Questions?

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